DOCUMENT RESUME

ED 365 258 HE 027 051

AUTHOR Brown, Patricia Q.
TITLE Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts in Institutions of Higher Education, 1981-82 through 1991-92. E.D. TABS.
INSTITUTION National Center for Education Statistics (ED), Washington, DC.
REPORT NO NCES-93-110
PUB DATE Dec 93
NOTE 46p. ; For earlier report, see ED 345 647.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *College Faculty; Community Colleges; Educational Finance; Educational Trends; Higher Education; Longitudinal Studies; Private Colleges; Public Colleges; Sex Differences; Tables (Data); *Teacher Salaries

ABSTRACT

This study examined the salaries of full-time higher education faculty over the 10 years from 1981-82 to 1991-92 at universities, colleges, and community colleges. The study used data from the Integrated Postsecondary Education Data System (IPEDS) and from the Higher Education General Information Survey (HEGIS). Highlights of the findings include the following: (1) in 1991-92 full-time instructional faculty on 9- and 10-month contracts earned an average salary of $43,900; (2) increases in average salaries have given faculty income gains that exceeded the rate of inflation until 1990-91 when salaries did not keep pace with inflation for the first time in 9 years; (3) average salaries at 2-year public institutions remain higher than those at 2-year private institutions; (4) the gap in average salaries of instructors at public versus private 2-year colleges has increased from 26.2 to 69.2 percentage points; (5) average salaries in constant dollars have continued over the decade to be higher for men than for women--$46,800 versus $37,500, for all ranks combined in 1991-92; and (6) average salaries by state for full-time instructional faculty on 9- and 10-month contracts ranged from $52,723 for California to $31,687 in Mississippi. Much of the document consists of the survey instrument itself, a description of the population, and study methodology. (Contains 2 figures and 19 tables.) (JB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 365 258

NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. TABS

December 1993

Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts in Institutions of Higher Education, 1981–82 Through 1991–92

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

U.S. Department of Education
Office of Educational Research and Improvement

NCES 93-110

HE027051

2

BEST COPY AVAILABLE

NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. TABS December 1993

Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts in Institutions of Higher Education, 1981–82 Through 1991–92

Patricia Q. Brown
Postsecondary Education Statistics Division

U.S. Department of Education
Office of Educational Research and Improvement NCES 93-110

U.S. Department of Education
Richard W. Riley
Secretary

Office of Educational Research and Improvement
Sharon P. Robinson
Assistant Secretary

National Center for Education Statistics
Emerson J. Elliott
Commissioner

National Center for Education Statistics

"The purpose of the Center shall be to collect, and analyze, and disseminate statistics and other data related to education in the United States and in other nations."—Section 406(b) of the General Education Provisions Act, as amended (20 U.S.C. 1221e–1).

December 1993

Contact:
Patricia Q. Brown
(202) 219–1593

Highlights

In 1991-92, full-time instructional faculty on 9- and 10-month contracts, in institutions of higher education earned an average salary of $43,900 (table 4). When examined by academic rank for 9- and 10-month contracts, average salaries ranged from about $57,400 for professors to about $30,500 for lecturers. The full-time instructional faculty on 11- and 12-month contracts earned an average of $51,100, with professors earning the highest salary of $70,300 and instructors earning the lowest salary of $33,900 (table 17). Other findings include the following:

- Increases in average salaries for full-time instructional faculty have enabled the faculty to maintain a pattern of income gains from 1982-83 through 1989-90 that exceeded the rate of inflation. In 1990-91 the average salaries for full-time instructional faculty in higher education institutions did not keep pace with inflation for the first time in 9 years. However, 1991-92 average salaries reverted to the prior trend of showing a real income gain of 0.8 percent[1] (figure 1).

- In current dollars, average salaries for associate professors continue to show an annual percentage increase of 3.7 (table 1). The annual percent change for professors was 5.2 in 1990-91 but has fallen to 3.4 in 1991-92 a decrease of 2.8 percent.

- The average salaries in current dollars at 2-year public institutions remain higher than those at 2-year private institutions. When examined by academic rank the gap in average salaries for instructors at 2-year public and private institutions has widened since 1981-82, increasing from 26.6 to 69.2 percentage point differences (table 2).

- Average salaries in constant dollars have continued over the 10 year period, to be higher for men than for women, $46,800 versus $37,500 for all ranks combined in 1991-92. In 1981-82, men had an average salary of $39,400, while women faculty had an average salary of $32,100 (table 3).

- The difference in average salaries between the men at 4-year public and private institutions continue to exist. However, for the first time in ten years the men at 4-year private institutions earned 0.8 percent higher average salaries than those at 4-year public institutions (table 5).

---

[1]These data represent an annual percentage change where possible. Other years are biennial changes. Data for 1983-84, 1986-87 and 1988-89 were not collected, so salaries for these years were derived as the midpoint of the two surrounding years.

- The average salaries for women at 4-year public institutions remain higher than those for women at 4-year private institutions in 1991-92 (39,476 verses 38,386) (table 5).

- Average salaries (all ranks combined) by state for full-time instructional faculty on 9- and 10-month contracts ranged from $52,723 for California to $31,687 in Mississippi (table 7).

- The total number of full-time instructional faculty on 9- and 10-month contracts (380,050), represented 86.6 percent of the total full-time instructional faculty in 1991-92 (table 16). There were 58,673 full-time instructional faculty on 11- and 12-month contract. The academic ranks of professor, associate professor and assistant professor made up 68.9 percent of the total faculty on 11- and 12-month contracts (tables 16 and 19).

- When examined by academic rank and sex in 1992-93, the total average salaries for male professors on 11- and 12-month contracts were 16.8 percentage points higher than those for female professors. Average salaries for those with no academic rank were only 5.4 percentage points higher for males (table 18).

This report presents the results of data on salaries of full-time instructional faculty on 9- and 10-month and 11- and 12-month contracts that were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1987-88, 1989-90 and 1990-91[2]. In prior years, data were collected through the Higher Education General Information survey (HEGIS) 1981-82 through 1985-86.

[2]The data on 11- and 12-month contracts are for 1991-92, only

Table of Contents

Highlights iii
Survey Methodology 1
Scope 1
Followup 2
Editing 2
Imputations 2
Acknowledgments 5

List of figures

Figure 1. Annual percentage change in average salaries of full-time instructional faculty at institutions of higher education, adjusted for inflation: 1981-82 through 1991-92 6

Figure 2. Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1981-82 and 1991-92 7

List of tables

Table 1. Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and academic rank: 50 states and the District of Columbia, 1981-82 through 1991-92 8

Table 2. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, by control of institutions, academic rank, and type: 50 states and the District of Columbia, 1981-82 and 1991-92 9

Table 3. Average salaries in constant 1991-92 dollars of full-time instructional faculty on 9- and 10- month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1981-82 through 1991-92 10

Table 4. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1981-82 through 1991-92 11

Table 5. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank, sex, type, and control of institution: 50 states and the District of Columbia, 1981-82 through 1991-92 12

Table 6. Consumer Price Index (CPI) factors: 1981-82 through 1991-92 13

Table 7. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1991-92 14

Table 8. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1991-92 15

Table 9. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1991-92 16

Table 10. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1991-92 17

Table 11. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1991-92 18

Table 12. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1991-92 19

Table 13. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1991-92 20

Table 14. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in 4-year private higher education institutions, by academic rank and state: Academic year 1991-92 21

Table 15. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in 4-year private higher education institutions, by academic rank and state: Academic year 1991-92 22

Table 16. Total full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1991-92 23

Table 17. Average salaries of full-time instructional faculty on 11- and 12-month contracts, in higher education institutions, by academic rank and type and control of institution: Academic year 1991-92 24

Table 18. Average salaries of full-time instructional faculty on 11- and 12-month contracts, in higher education institutions, by academic rank, sex and control of institution: Academic year 1991-92 24

Table 19. Total full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank, type and control of institution: Academic year 1991-92 25

Appendix

Survey Instrument 27

Survey Methodology

Scope

The 1991-92 Salary survey was mailed to 3,322 postsecondary education institutions, including 2,161 to 4-year institutions, 1,159 to 2-year institutions, and 2 to less-than-2-year institutions.

The salary universe was developed by selecting from the 1991-92 institutional characteristics (IC) Universe I: all accredited higher education (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first professional degrees. Institutions that had checked any of the exclusion boxes on the IC form were dropped from the analysis. Those exclusions are:

a. All of the instructional faculty at this institution are employed on a part-time basis

b. All of the instructional faculty at this institution are military personnel

c. All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)

c. All of the instructional faculty at this institution teach preclinical or clinical medicine?

The forms were mailed out in July 1991. The survey results were collected from November 15, 1991 through April 15, 1992. During this time period some of the institutions were deleted from the salary universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

Data in this report are for institutions of higher education—those institutions accredited at the college level by an agency recognized by the U.S. Secretary of Education. Readers should note that year-to-year changes in the composition of this group of institutions may contribute minimally to changes in these data. These institutions were previously surveyed under the Higher Education General Information Survey (HEGIS), which the Integrated Postsecondary Education Data System (IPEDS) supersedes. The higher education institutions had a response rate of 84.2 percent.

CAUTION

Due to a problem with the mailout procedures for sector 6 the data for 2-year private for-profit represent only 43 of the 292 postsecondary institutions. Therefore, these data may not be directly comparable to those in earlier years.

Follow-up

- Follow-up for nonresponse was started on January 9, 1991 by letter or contact with state coordinators. Also data for institutions with FICE codes (i.e, higher education institutions) were checked for consistency with their prior year's response.

Editing

Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If discrepancies between reported and generated totals were within an acceptable range (i.e, + or - 10 percent), the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. On the data file, generated totals are indicated by an imputation flag.

Imputations

Partially responding Institutions

In 1991-92 partially responding institutions that reported data for summary lines were imputed. Partial respondents were those with RSTATUS = 1, but included at least one "not reported" status code in Part A lines 15 and 30[1], if there were no "not reported" status codes in Part A lines 7 and 14 and lines 22 and 29, which allowed the generation of lines 15 and 30 based on reported data.

I. The following describes the imputation procedures for partially responding institutions in a single imputation group:

   A. For institutions with prior year Salary data the prior year data was prorated to reported totals for columns 1-3. Estimates were made at the lowest possible level and then aggregated.

   B. Columns 1-3 were added for each line to obtain imputations for column 4.

   C. A salary/faculty ratio was computed by dividing column 5 by column 4 for each non-summary line in prior year salary data.

   D. Column 5 interim figures for non-summary lines were added to obtain interim totals for lines and to prorate the interim figures to the reported salary for column 5.

   E. For Institutions without prior year Salary data, the same procedure above was used, except the group means was substituted for the prior year data.

---

[1]Lines and column numbers refer to position on the attached Salary survey form.

II. For partially reporting institutions that provided summary lines and some detail, the detail were subtracted from the reported totals and then the same procedure as above was used for the remaining lines and the remaining summary line totals.

Total nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups used to impute 1991-92 Salary data.

1. All responding institutions were grouped into IPEDS sectors and OBE Region. If any group had less than 20 institutions, it was merged with the adjacent OBE Region.

2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees
   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees and
   (c) all other schools (include schools with no C data)

3. Sectors 3, 6, and 9 were in (1 imputation group)

4. Sectors 4 and 7 (1 imputation group)

5. Sectors 5 and 8 (1 imputation group)

II. For institutions that responded in 1990-91 and not in 1991-92, the following method was used:

A. A group ratio by sector was calculated for institutions responding in both 1990-91 and 1991-92. For each 1991-92 nonrespondent institution, the group ratio was multiplied by the institutions reported 1990-91 data to get an estimate for 1991-92 salary outlays and number of faculty. Data based on prior year's response are indicated by an imputation flag code of 3.

B. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (This was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.

C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

D. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institution. This yielded an estimate for full-time instructional faculty for the nonresponding school.

E. To distribute the estimated total full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equal the sum of rows 15, 30 and 31 in column 4 of the Salary form.

F. Each institution's ratio of total full-time faculty to FTE for the prior year was computed. The prior year faculty FTE was then multiplied by the current year's FTE to obtain the imputation for the current years's total full-time faculty.

G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the ratio computed above in Step F.

H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.

I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.

J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.

III. For nonresponding institutions that reported Salary data in the prior year but are not on the Fall enrollment file in either the Current or prior year, the prior year's response was used as final imputes for columns 1-4 and interim imputes for column 5. To obtain the final imputes for column 5, the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

IV. The imputation method below was used for nonresponding institutions **Without** prior year Salary data, but on the Fall Enrollment file:

A. Using institutions that reported data for Salary and Fall Enrollment, the following aggregates were computed:

1. The aggregate FTE on the Fall Enrollment file was calculated.

2. The aggregate for each cell of Part A on the Salary survey.

3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31)

B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.

C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.

D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.

E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.

F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each institutions FTE (Step E).

G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.

H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 by the group average (Step B) to obtain faculty imputations for the nonresponding institution.

I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.

J. For each nonsummary line in the group means (Step B) the ratio of salary to faculty was computed.

K. The group mean salary/faculty ratios was multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school t obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

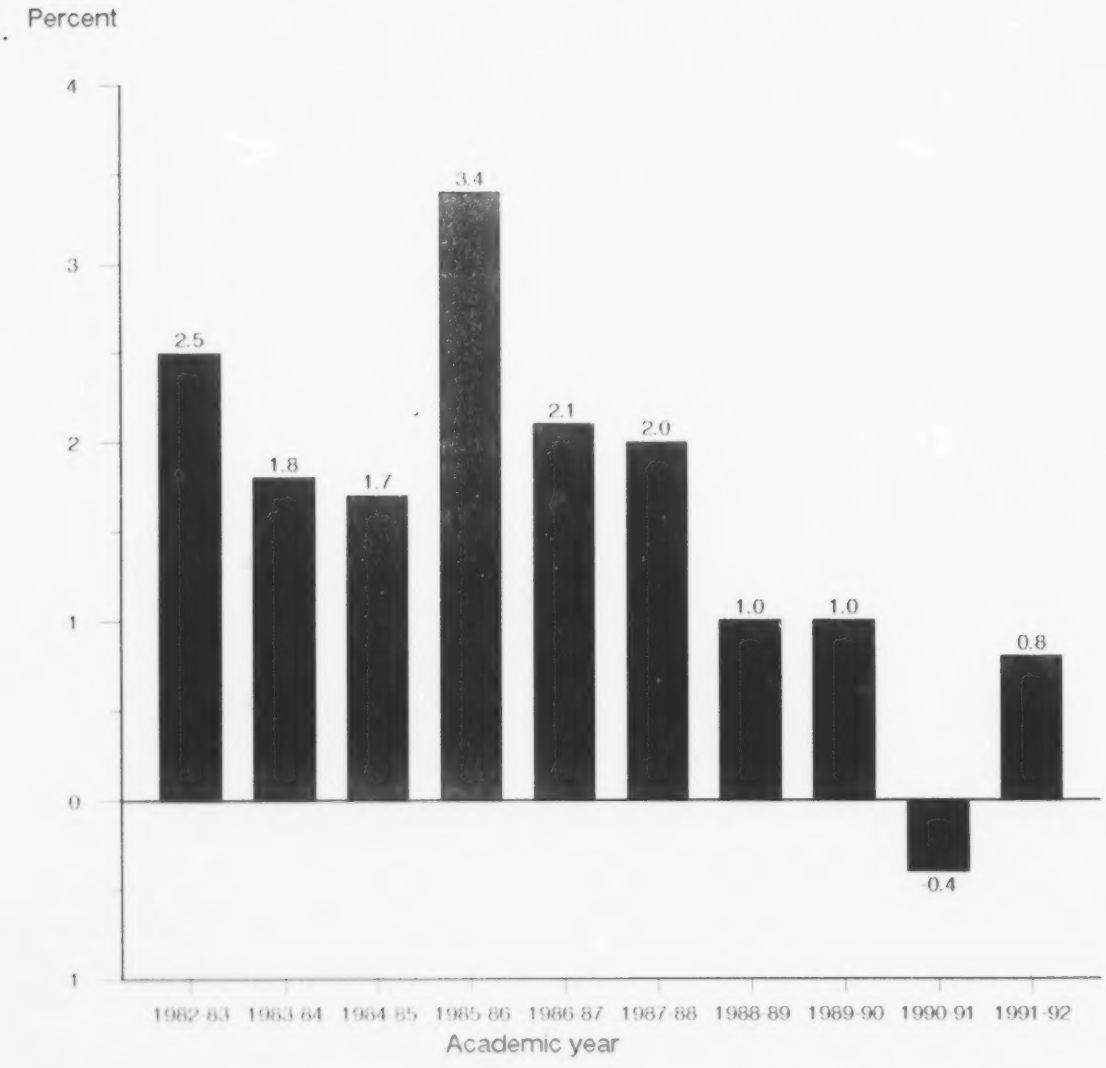
V. For totally nonresponding institutions, without prior year Salary data, not on the current year Fall Enrollment file, the group means were used as imputations.

VI. Part B was not imputed for any nonresponding institution.

Acknowledgments

The author appreciates the reviewers of this E.D. TABS: John Lee, JBL Associates, Inc.; Susan Hill, National Science Foundation; and Thomas D. Snyder and Summer D. Whitener, National Center for Education Statistics.

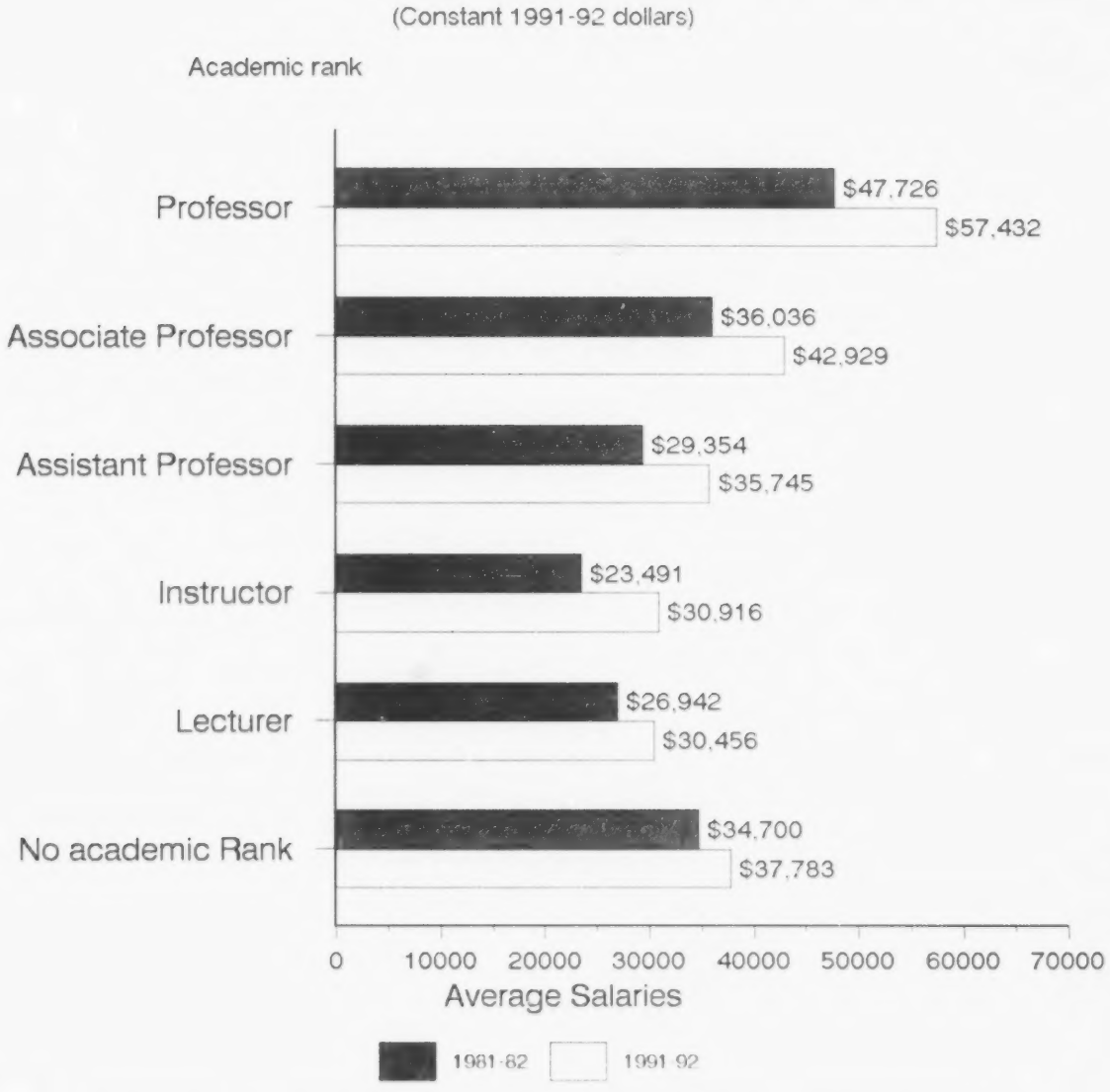
Figure 1.--Annual percentage change in average salaries of full-time instructional faculty at institutions of higher education, adjusted for inflation: 1981-82 through 1991-92



NOTE: Data for 1983-84, 1986-87 and 1988-89 were derived as the midpoint of the two surrounding years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90, 1990-91 and 1991-92 and HEGIS "Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty" surveys, various years.

Figure 2.--Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1981-82 and 1991-92



SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1981-82" surveys.

Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic rank and by academic year: 50 states and the District of Columbia, 1981-82 through 1991-92

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1991-92 dollars							
1981-82	49,256	---	37,191	---	30,294	---	24,244	---	27,805	---	35,812	---
1982-83	50,187	1.9	37,972	2.1	31,089	2.6	24,866	2.6	28,501	2.5	36,066	0.7
1984-85	51,933	1/	39,130	1/	32,234	1/	25,569	1/	29,184	1/	35,998	1/
1985-86	53,684	3.4	40,373	3.2	33,374	3.5	26,568	3.9	30,190	3.4	36,945	2.6
1987-88	56,122	1/	42,033	1/	34,730	1/	27,116	1/	30,992	1/	37,620	1/
1989-90	57,481	2.4	42,877	2.0	35,581	2.4	27,244	0.5	31,555	1.8	37,616	-0.0
1990-91 2/	57,320	-0.3	42,741	-0.3	35,538	-0.1	27,176	-0.3	31,062	-1.6	37,520	-0.3
1991-92	57,433	0.2	42,929	0.4	35,745	0.6	30,916	13.8	30,456	-2.0	37,783	0.7
					Current dollars							
1981-82	33,539	---	25,324	---	20,628	---	16,508	---	18,933	---	24,385	---
1982-83	35,641	6.3	26,966	6.5	22,078	7.0	17,659	7.0	20,240	6.9	25,613	5.0
1984-85	39,743	1/	29,945	1/	24,668	1/	19,567	1/	22,334	1/	27,548	1/
1985-86	42,268	6.4	31,787	6.2	26,277	6.5	20,918	6.9	23,770	6.4	29,088	5.6
1987-88	47,040	1/	35,231	1/	29,110	1/	22,728	1/	25,977	1/	31,532	1/
1989-90	52,810	12.3	39,932	13.3	32,689	12.3	25,030	10.1	28,990	11.6	34,559	9.6
1990-91 2/	55,540	5.2	41,414	3.7	34,434	5.3	26,332	5.2	30,097	3.8	36,395	5.3
1991-92	57,433	3.4	42,929	3.7	35,745	3.8	30,916	17.4	30,456	1.2	37,783	3.8

---Not applicable.

1/Not computed. The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90, 1990-91 and 1991-92 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Table 2.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, by control of institutions, academic rank, and type: 50 states and the District of Columbia, 1981-82 and 1991-92

Academic rank and institutional type	1981-82			1991-92		
	Public	Private	Percent difference	Public	Private	Percent difference
All ranks combined						
4-year	$26,615	$24,695	7.8	$45,638	$44,793	1.9
2-year	24,238	15,950	52.0	38,959	25,673	51.8
Professor						
4-year	34,080	33,269	2.4	57,947	59,508	-2.6
2-year	29,455	21,404	37.6	46,681	32,287	44.6
Associate professor						
4-year	25,975	24,070	7.9	43,778	42,515	3.0
2-year	24,991	20,112	24.3	39,416	28,191	39.8
Assistant professor						
4-year	21,201	19,526	8.6	36,516	35,100	4.0
2-year	21,032	16,271	29.3	33,869	25,477	32.9
Instructor						
4-year	16,754	15,664	7.0	26,724	26,786	-0.2
2-year	17,222	13,606	26.6	37,951	22,423	69.2
Lecturer						
4-year	19,121	18,188	5.1	30,221	31,424	-3.8
2-year	18,519	*	*	29,666	15,682	*
No academic rank						
4-year	21,081	17,721	19.0	33,946	33,072	2.6
2-year	24,978	14,887	67.8	38,400	24,644	55.8

*The numbers of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92," and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1981-82.

Table 3.--Average salaries in constant 1991-92 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1981-82 through 1991-92

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1981-82							
Total	$37,498	$49,256	$37,191	$30,294	$24,244	$27,805	$35,812
Men	39,445	49,695	37,555	30,897	24,952	29,243	37,181
Women	32,124	45,349	35,821	29,217	23,640	26,199	33,401
1982-83							
Total	38,419	50,187	37,972	31,089	24,866	28,501	36,066
Men	40,454	50,688	38,411	31,828	25,679	30,079	37,431
Women	32,863	45,933	36,402	29,792	24,149	26,769	33,691
1983-84 1/							
1984-85							
Total	39,786	51,933	39,130	32,234	25,569	29,184	35,998
Men	42,053	52,620	39,714	33,099	26,506	30,782	37,278
Women	33,898	46,812	37,264	30,806	24,752	27,446	33,882
1985-86							
Total	41,141	53,684	40,373	33,374	26,568	30,190	36,945
Men	43,557	54,402	40,990	34,412	27,552	32,055	38,442
Women	35,024	48,584	38,484	31,709	25,703	28,289	34,510
1986-87 1/							
1987-88							
Total	42,828	56,122	42,033	34,730	27,116	30,992	37,620
Men	45,470	56,951	42,739	35,895	28,210	32,991	39,069
Women	36,388	50,552	40,001	32,929	26,202	29,075	35,321
1988-89 1/							
1989-90							
Total	43,683	57,481	42,877	35,581	27,244	31,554	37,615
Men	46,547	58,396	43,681	36,769	28,227	33,918	39,163
Women	37,207	51,879	40,783	33,840	26,471	29,384	35,406
1990-91 2/							
Total	43,517	57,320	42,741	35,538	27,176	31,062	37,561
Men	46,509	58,361	43,592	36,777	28,266	33,605	34,290
Women	37,030	51,322	40,590	33,773	26,352	29,012	35,274
1991-92							
Total	43,851	57,433	42,929	35,745	30,916	30,456	37,783
Men	46,848	58,494	43,814	36,969	33,359	32,843	39,422
Women	37,534	51,621	40,766	34,063	28,873	28,550	35,622

1/The data for the 1983-84 academic year were not edited, and thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90, 1990-91 and 1991-92 surveys and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1979-80 through 1985-86.

Table 4.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1981-82 through 1991-92

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1981-82							
Total	25,533	33,539	25,324	20,628	16,508	18,933	24,385
men	26,859	33,838	25,572	21,038	16,990	19,912	25,317
women	21,874	30,879	24,391	19,894	16,097	17,839	22,743
1982-83							
Total	$27,284	$35,641	$26,966	$22,078	$17,659	$20,240	$25,613
men	28,729	35,997	27,278	22,603	18,236	21,361	26,582
women	23,338	32,620	25,851	21,157	17,150	19,010	23,926
1983-84 1/							
1984-85							
Total	30,447	39,743	29,945	24,668	19,567	22,334	27,548
men	32,182	40,269	30,392	25,330	20,284	23,557	28,528
women	25,941	35,824	28,517	23,575	18,942	21,004	25,929
1985-86							
Total	32,392	42,268	31,787	26,277	20,918	23,770	29,088
men	34,294	42,833	32,273	27,094	21,693	25,238	30,267
women	27,576	38,252	30,300	24,966	20,237	22,273	27,171
1986-87 1/							
1987-88							
Total	35,897	47,040	35,231	29,110	22,728	25,977	31,532
men	38,112	47,735	35,823	30,086	23,645	27,652	32,747
women	30,499	42,371	33,528	27,600	21,962	24,370	29,605
1988-89 1/							
1989-90							
Total	40,133	52,810	39,392	32,689	25,030	28,990	34,559
men	42,763	53,650	40,131	33,781	25,933	31,162	35,980
women	34,183	47,663	37,469	31,090	24,320	26,995	32,528
1990-91 2/							
Total	42,165	55,540	41,414	34,434	26,332	30,097	36,395
men	45,065	56,549	42,239	35,636	27,388	32,562	33,226
women	35,881	49,728	39,329	32,724	25,534	28,111	34,179
1991-92							
Total	43,851	57,433	42,929	35,745	30,916	30,456	37,783
men	46,848	58,494	43,814	36,969	33,359	32,843	39,422
women	37,534	51,621	40,766	34,063	28,873	28,550	35,622

1/The data for the 1983-84 academic year were not edited; and thus they could not be analyzed. Data were not collected for the 1986-87 abd 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90, 1990-91 and 1991-92 surveys and HEGIS " Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Facutly" surveys 1979-80 through 1985-86.

Table 5.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by type and control of institutions, academic rank, and sex: 50 states and the District of Columbia, 1991-92 through 1991-92

Academic Rank	1981-82	1982-83	1984-85	1985-86	1987-88	1989-90	1990-91 1/	1991-92
				Public 4-year				
All institutions	$26,615	$28,317	$31,764	$34,033	$37,840	$42,365	$44,510	$45,638
Academic rank								
Professor	34,080	35,928	40,176	43,044	47,917	53,870	56,668	57,947
Associate professor	25,975	27,513	30,595	32,642	36,272	40,663	42,742	43,778
Assistant professor	21,201	22,588	25,287	27,100	30,037	33,755	35,520	36,516
Instructor	16,754	17,772	19,674	20,895	22,637	24,820	26,134	26,724
Lecturer	19,121	20,144	22,511	23,862	26,057	28,658	29,956	30,221
No academic rank	21,081	21,348	23,392	25,142	27,195	30,975	32,349	33,946
Sex								
Men	27,880	29,678	33,344	35,786	39,898	44,834	47,168	48,401
Women	22,470	23,885	26,813	28,680	31,820	35,704	37,573	38,634
				Public 2-year				
All institutions	24,238	25,613	27,864	29,590	32,209	35,516	37,055	38,959
Academic rank								
Professor	29,455	31,175	33,805	36,418	39,443	44,394	45,411	46,681
Associate professor	24,991	26,390	28,937	30,733	33,902	36,978	38,051	39,416
Assistant professor	21,032	22,318	24,473	26,162	28,523	31,634	32,673	33,869
Instructor	17,222	18,523	20,674	22,818	24,661	26,621	28,389	37,951
Lecturer	18,519	20,255	22,311	23,500	25,627	29,083	28,780	29,666
No academic rank	24,978	26,204	28,242	29,712	32,148	35,262	37,096	38,400
Sex								
Men	25,126	26,566	28,891	30,758	33,477	37,082	38,787	40,811
Women	22,669	23,952	26,172	27,693	30,228	33,307	32,721	36,517
				Private 4-year				
All institutions	24,695	26,896	30,247	31,732	35,355	39,817	42,224	44,793
Academic rank								
Professor	33,269	36,072	40,409	42,260	47,126	52,858	56,127	59,508
Associate professor	24,070	26,045	29,049	30,486	33,739	37,921	40,122	42,515
Assistant professor	19,526	21,155	23,757	24,987	27,845	31,365	33,235	35,100
Instructor	15,664	16,985	18,726	19,483	21,645	24,361	25,159	26,786
Lecturer	18,188	20,656	22,018	23,574	25,793	30,041	31,053	31,424
No academic rank	17,721	19,297	21,083	23,394	26,190	28,756	31,122	33,072
Sex								
Men	26,174	28,521	32,278	33,900	37,817	42,595	45,319	48,042
Women	20,123	21,924	24,560	25,889	28,946	33,010	34,898	37,309
				Private 2-year				
All institutions	15,950	16,623	18,510	19,436	21,867	24,601	24,088	25,673
Academic rank								
Professor	21,404	21,106	23,580	24,519	26,796	30,469	29,520	32,287
Associate professor	20,112	20,146	2/	22,291	24,288	26,366	26,353	28,191
Assistant professor	16,271	17,392	18,440	19,297	21,481	24,788	24,587	25,477
Instructor	13,606	13,967	15,685	16,419	18,613	22,334	20,911	22,423
Lecturer	2/	2/	2/	2/	2/	2/	2/	15,682
No academic rank	14,887	15,941	18,186	18,783	21,169	23,447	23,187	24,644
Sex								
Men	16,978	17,440	19,460	20,412	22,641	25,219	25,937	26,825
Women	14,882	15,797	17,575	18,504	21,215	24,002	22,585	24,683

1/Data revised from previously published data.

2/The number of faculty reported in this category was too small to compute an average salary.

NOTE: The data for the 1983-84 academic year were not edited, thus, they could not be analyzed. Data were not collected in the 1986-87 or 1988-89 academic years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88, 1989-90, 1990-91 and 1991-92 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1981-1985.

Table 6.--Consumer Price Index (CPI) factors: 1981-82 through 1991-92

Fiscal year	CPI factor*
	(1991-92=1.000)
1991-92	1.000
1990-91	1.032
1989-90	1.088
1987-88	1.193
1986-87	1.243
1985-86	1.270
1984-85	1.307
1983-84	1.358
1982-83	1.408
1981-82	1.469
1980-81	1.595

*The factors used to convert current dollars to constant 1991-92 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for July 1-June 30.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$43,851	$57,433	$42,929	$35,745	$30,916	$30,456	$37,783
Alabama	36,335	49,658	38,446	32,440	24,962	28,098	32,524
Alaska	44,854	58,309	48,087	37,827	32,959	---	37,215
Arizona	44,503	59,162	44,071	37,918	25,208	30,178	42,203
Arkansas	35,031	45,868	37,149	31,960	24,894	17,141	28,066
California	52,723	65,239	49,012	41,224	48,064	39,015	47,203
Colorado	42,284	53,720	42,065	36,374	27,355	28,041	29,845
Connecticut	52,454	65,734	48,086	39,675	32,655	37,055	32,987
Delaware	46,274	64,430	48,067	37,323	27,808	26,563	37,262
District of Columbia	49,564	65,233	46,545	37,921	30,250	31,945	32,389
Florida	39,642	51,521	39,811	34,514	26,913	25,708	32,411
Georgia	38,595	51,534	39,395	32,947	25,504	29,528	27,657
Hawaii	46,638	63,232	46,638	39,998	32,892	---	40,641
Idaho	35,060	43,186	36,472	32,498	25,145	---	29,329
Illinois	44,359	58,336	42,356	36,358	25,611	24,789	42,075
Indiana	42,401	55,474	41,561	34,625	24,265	28,471	24,301
Iowa	40,683	54,248	41,362	33,981	26,374	29,116	32,214
Kansas	36,354	47,957	37,024	31,332	23,961	22,299	31,129
Kentucky	37,729	49,132	38,390	32,677	25,142	23,942	24,849
Louisiana	38,900	51,948	40,727	34,021	25,314	19,855	27,055
Maine	40,026	53,562	40,685	33,454	26,599	31,613	31,807
Maryland	44,986	58,062	44,239	36,918	28,906	29,194	32,415
Massachusetts	49,526	61,867	45,732	38,384	30,425	35,015	29,934
Michigan	45,877	57,159	44,628	37,680	27,971	30,078	44,530
Minnesota	42,640	54,178	41,037	34,032	27,371	25,050	40,209
Mississippi	31,687	44,017	34,610	31,439	22,010	22,700	27,727
Missouri	38,714	50,267	39,084	33,714	26,304	22,126	31,248
Montana	34,401	41,423	34,994	30,473	24,161	27,098	26,455
Nebraska	39,306	52,867	40,656	35,024	26,010	21,572	27,922
Nevada	44,160	57,499	47,609	39,421	32,127	30,091	38,195
New Hampshire	42,111	52,823	40,046	33,972	28,168	25,803	26,235
New Jersey	52,254	68,210	50,831	40,417	29,005	34,270	51,400
New Mexico	37,961	49,371	38,820	33,363	26,092	27,392	31,615
New York	49,022	63,076	47,043	38,016	29,131	34,981	32,712
North Carolina	40,205	54,553	41,022	34,170	28,495	27,614	27,943
North Dakota	33,701	43,866	36,808	31,739	26,389	24,008	27,991
Ohio	44,163	57,332	43,678	35,789	27,492	25,585	36,798
Oklahoma	36,911	48,276	39,452	33,402	27,802	24,022	31,413
Oregon	38,011	48,350	38,214	32,726	25,551	21,882	35,009
Pennsylvania	45,970	59,802	44,934	37,041	28,197	28,189	32,674
Rhode Island	47,780	58,693	44,700	37,367	30,627	35,274	43,008
South Carolina	35,959	49,653	38,711	32,084	23,546	31,904	26,893
South Dakota	33,111	42,178	33,868	29,929	23,714	23,935	22,289
Tennessee	38,641	50,494	37,641	32,050	24,256	25,207	23,867
Texas	39,736	54,289	40,566	34,506	26,758	26,328	33,946
Utah	39,277	50,204	38,463	32,895	25,774	25,403	29,019
Vermont	39,888	53,261	40,144	33,084	28,282	30,687	26,181
Virginia	43,188	55,862	42,222	34,792	27,815	30,219	27,311
Washington	41,127	54,556	40,705	35,586	27,350	33,059	35,272
West Virginia	34,348	43,378	35,132	29,267	22,807	23,124	24,329
Wisconsin	41,775	52,423	40,079	34,932	26,672	28,743	40,312
Wyoming	37,502	51,693	40,271	35,716	24,786	21,946	30,541

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$45,334	$58,479	$43,330	$35,976	$26,747	$30,517	$33,322
Alabama	37,486	49,658	38,446	32,440	24,962	28,098	---
Alaska	44,854	58,309	48,087	37,827	32,959	---	37,215
Arizona	45,689	59,162	44,071	37,918	25,133	30,178	24,091
Arkansas	36,139	45,894	37,272	32,170	25,025	17,771	27,782
California	55,684	65,740	49,081	40,908	32,062	39,015	37,984
Colorado	44,880	54,246	42,429	36,621	27,935	28,041	31,647
Connecticut	53,597	67,841	48,536	39,942	31,942	37,302	32,987
Delaware	47,503	64,430	48,067	37,323	27,808	26,563	---
District of Columbia	49,564	65,233	46,545	37,921	30,250	31,945	32,389
Florida	43,351	55,789	40,767	35,352	26,597	25,825	27,141
Georgia	39,967	52,394	40,053	33,481	25,520	29,704	25,410
Hawaii	49,368	63,232	46,638	39,998	32,892	---	33,213
Idaho	37,745	44,639	37,666	33,804	27,562	---	29,894
Illinois	45,072	58,367	42,379	36,382	25,617	24,789	35,180
Indiana	43,117	56,257	41,836	34,896	23,939	28,471	27,204
Iowa	42,716	55,104	41,778	34,204	26,350	29,116	27,004
Kansas	38,014	48,204	37,156	31,396	24,042	22,299	15,013
Kentucky	39,575	49,960	39,732	33,795	25,601	23,942	28,100
Louisiana	39,503	52,288	41,123	34,254	25,271	19,855	22,428
Maine	41,207	53,562	40,685	33,454	26,599	31,613	26,529
Maryland	46,362	62,075	45,426	38,020	29,180	29,703	32,415
Massachusetts	51,537	65,923	46,916	39,136	31,767	35,015	32,266
Michigan	46,192	57,728	44,721	37,638	27,559	30,078	33,523
Minnesota	43,293	54,223	41,056	34,135	27,362	25,050	21,010
Mississippi	34,237	44,017	34,714	31,458	21,993	22,700	---
Missouri	39,322	50,617	38,979	33,763	25,670	22,280	27,459
Montana	35,211	41,423	34,994	30,473	24,161	27,098	---
Nebraska	41,115	53,117	40,656	35,062	26,036	21,572	29,985
Nevada	46,199	60,813	47,609	39,421	31,434	30,091	---
New Hampshire	43,466	56,883	41,508	34,147	28,316	25,803	34,614
New Jersey	54,558	70,399	51,699	40,944	29,004	35,757	53,059
New Mexico	40,625	50,703	39,428	33,907	25,445	27,910	40,799
New York	50,245	65,029	47,617	38,382	29,605	35,071	34,361
North Carolina	41,856	54,871	41,213	34,314	29,008	27,614	32,139
North Dakota	34,696	43,866	37,001	31,828	26,274	24,008	18,018
Ohio	45,517	58,509	44,056	36,127	26,963	30,617	21,248
Oklahoma	38,258	48,449	39,628	33,477	27,831	24,022	24,747
Oregon	39,629	48,696	38,209	32,805	25,056	21,882	25,700
Pennsylvania	46,755	61,251	45,500	37,207	28,319	28,399	30,154
Rhode Island	48,812	61,160	45,478	38,124	31,247	35,274	43,008
South Carolina	38,940	49,941	38,914	32,202	23,629	31,904	27,983
South Dakota	33,109	42,178	33,868	29,929	23,714	23,935	21,885
Tennessee	40,157	51,171	38,663	32,513	23,994	25,432	24,177
Texas	42,183	55,433	40,935	34,668	26,376	26,354	27,438
Utah	41,456	51,488	39,524	33,559	26,157	25,654	30,358
Vermont	40,753	53,757	40,483	33,436	28,381	30,687	29,359
Virginia	45,013	57,776	43,486	35,437	27,766	30,219	29,902
Washington	44,187	54,556	40,705	35,586	27,343	33,059	37,909
West Virginia	34,838	43,705	35,407	29,537	23,244	23,700	---
Wisconsin	42,641	52,620	40,416	35,170	26,711	28,743	33,855
Wyoming	44,327	53,946	42,282	37,669	26,622	21,946	---

---Data not applicable

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty 1991-92" survey

Table 9 --Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$38,582	$46,319	$39,000	$33,413	$37,375	$29,264	$38,109
Alabama	32,524	---	---	---	---	---	32,524
Alaska	---	---	---	---	---	---	---
Arizona	42,317	---	---	---	25,365	---	42,839
Arkansas	27,642	36,041	29,973	27,606	22,198	13,367	28,075
California	48,202	54,202	47,406	46,134	48,965	---	47,559
Colorado	30,025	35,829	32,772	28,551	24,458	---	29,748
Connecticut	45,378	53,279	44,209	38,003	33,633	32,658	---
Delaware	37,262	---	---	---	---	---	37,262
District of Columbia	33,113	38,457	34,806	30,464	27,184	19,182	32,466
Florida	---	---	---	---	---	---	---
Georgia	30,346	37,951	34,407	29,596	25,473	22,130	27,794
Hawaii	40,696	---	---	---	---	---	40,696
Idaho	28,195	33,533	28,665	26,167	23,318	---	29,066
Illinois	42,362	29,430	25,850	23,593	21,450	---	42,426
Indiana	30,415	38,409	32,816	28,860	26,265	---	24,125
Iowa	32,012	36,616	31,540	28,323	26,487	---	32,349
Kansas	31,336	33,826	28,760	23,889	21,009	---	31,450
Kentucky	29,675	41,412	32,356	27,081	24,647	---	16,111
Louisiana	30,330	40,092	33,872	29,780	25,664	---	27,312
Maine	32,141	---	---	---	---	---	32,141
Maryland	41,214	49,347	41,108	33,334	28,454	21,391	---
Massachusetts	34,304	38,839	31,297	28,763	26,797	---	27,504
Michigan	44,753	45,733	42,931	38,731	30,002	---	45,553
Minnesota	39,751	41,561	39,512	30,814	27,545	---	40,304
Mississippi	27,683	---	25,572	24,073	22,685	---	27,727
Missouri	35,397	46,912	40,162	32,660	29,540	14,824	31,742
Montana	26,455	---	---	---	---	---	26,455
Nebraska	27,749	22,179	---	19,320	24,242	---	27,911
Nevada	37,855	43,842	---	---	32,176	---	38,195
New Hampshire	30,920	34,422	26,896	27,254	23,047	---	20,370
New Jersey	43,778	55,611	47,824	38,512	29,006	23,188	25,956
New Mexico	28,879	34,559	32,762	29,751	26,275	26,698	28,224
New York	43,526	54,367	43,893	36,190	28,564	34,498	19,662
North Carolina	26,218	33,098	28,129	25,087	21,037	---	26,037
North Dakota	29,552	---	34,924	30,582	27,002	---	28,874
Ohio	36,765	45,262	40,542	33,886	28,611	23,908	37,247
Oklahoma	31,601	33,648	28,153	28,674	27,254	---	31,810
Oregon	35,204	39,086	38,266	31,641	28,797	---	35,179
Pennsylvania	39,357	46,718	40,550	35,140	27,669	24,158	33,812
Rhode Island	38,958	44,572	34,596	30,134	23,687	---	---
South Carolina	27,250	37,972	32,823	26,222	20,920	---	26,883
South Dakota	36,033	---	---	---	---	---	36,033
Tennessee	30,326	37,306	33,566	29,269	24,706	20,777	23,187
Texas	34,121	41,415	37,515	33,139	27,291	20,837	34,018
Utah	29,303	34,433	31,194	29,072	25,278	20,872	28,811
Vermont	27,529	39,688	32,845	28,330	23,153	---	18,764
Virginia	35,334	42,006	37,067	32,479	27,914	---	25,646
Washington	35,049	---	---	---	28,150	---	35,052
West Virginia	27,045	36,854	29,580	23,677	19,580	18,923	24,329
Wisconsin	39,857	43,716	36,454	29,841	25,986	---	40,372
Wyoming	30,413	34,765	34,238	30,395	24,658	---	30,541

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty 1991-92" survey.

Table 10.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$43,641	$56,571	$43,201	$36,169	$32,254	$30,186	$38,307
Alabama	37,219	51,783	39,562	33,769	25,939	28,098	32,626
Alaska	45,257	58,474	48,531	38,322	33,150	---	37,227
Arizona	44,876	59,965	44,257	38,323	25,644	30,539	42,385
Arkansas	35,671	48,571	38,433	32,867	25,084	17,072	28,309
California	52,879	64,803	49,660	42,021	48,757	38,734	47,645
Colorado	41,974	53,494	41,960	36,226	27,084	24,432	29,829
Connecticut	52,800	63,059	49,917	40,796	33,909	41,629	---
Delaware	46,608	65,227	47,961	37,960	27,799	26,563	37,262
District of Columbia	45,608	55,508	44,019	35,830	31,296	---	---
Florida	39,463	50,743	39,725	35,289	27,321	35,737	32,524
Georgia	38,754	51,493	39,651	33,498	25,682	38,029	33,040
Hawaii	47,862	65,890	48,963	42,206	33,451	---	40,696
Idaho	37,438	44,240	37,433	33,512	27,090	---	31,649
Illinois	42,937	54,405	40,947	35,372	22,622	24,266	42,662
Indiana	42,343	56,343	42,100	34,860	23,603	28,983	24,125
Iowa	43,575	60,562	45,252	37,192	27,028	---	32,349
Kansas	38,191	50,604	38,858	33,141	24,643	22,988	31,965
Kentucky	39,419	51,244	39,972	33,884	25,897	23,962	36,744
Louisiana	37,868	50,394	39,825	33,953	25,242	17,956	27,175
Maine	39,369	51,638	40,813	34,056	25,951	32,676	31,806
Maryland	45,019	56,759	44,666	37,336	28,689	29,451	20,859
Massachusetts	42,875	48,913	41,462	34,189	26,797	20,957	31,313
Michigan	47,814	59,629	46,352	39,622	30,426	30,007	45,517
Minnesota	44,184	55,478	42,446	35,443	26,640	---	40,439
Mississippi	31,911	44,597	36,095	32,243	22,185	22,700	27,861
Missouri	38,594	49,060	39,696	34,403	26,928	21,051	32,006
Montana	35,567	42,283	36,008	31,388	24,433	27,098	28,006
Nebraska	40,745	55,192	42,818	37,060	26,581	20,657	27,933
Nevada	44,176	57,526	47,699	39,468	32,127	30,091	38,195
New Hampshire	40,733	47,572	39,815	33,936	28,804	24,843	26,500
New Jersey	52,648	68,381	52,628	41,620	29,133	34,704	54,803
New Mexico	38,029	49,769	39,012	33,551	26,092	27,392	28,231
New York	48,983	61,282	47,661	38,156	29,674	37,180	---
North Carolina	40,887	56,157	42,392	35,900	34,380	27,694	27,914
North Dakota	34,706	44,465	37,687	32,308	26,943	24,217	30,356
Ohio	45,926	60,102	45,265	37,183	28,375	26,250	37,285
Oklahoma	37,711	49,378	40,663	35,519	28,515	23,895	31,864
Oregon	37,917	48,254	38,902	33,394	25,740	20,254	35,143
Pennsylvania	46,226	59,111	46,088	37,738	28,675	27,830	34,547
Rhode Island	46,054	53,480	42,719	36,603	30,233	---	---
South Carolina	36,713	51,974	40,292	33,768	23,904	32,372	27,017
South Dakota	34,298	42,913	34,894	30,537	23,872	33,115	36,033
Tennessee	39,001	49,802	38,280	32,810	24,588	30,316	---
Texas	39,133	54,106	40,480	34,544	27,077	25,950	34,029
Utah	37,207	48,588	36,429	32,035	25,182	24,860	28,654
Vermont	42,532	55,263	41,905	33,483	25,448	29,705	34,819
Virginia	44,493	57,581	43,311	35,849	28,603	31,424	29,158
Washington	41,636	56,435	42,093	37,135	25,765	33,569	35,347
West Virginia	35,063	44,289	35,682	29,592	22,162	23,161	---
Wisconsin	42,498	53,458	40,060	35,962	29,081	28,886	40,372
Wyoming	37,502	51,693	40,271	35,716	24,786	21,946	30,541

---Data not applicable

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey

Table 11.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D C	$45,638	$57,947	$43,778	$36,516	$26,724	$30,221	$33,946
Alabama	38,904	51,783	39,562	33,769	25,939	28,098	---
Alaska	45,257	58,474	48,531	38,322	33,150	---	37,227
Arizona	46,352	59,965	44,257	38,323	25,802	30,539	24,406
Arkansas	37,030	48,617	38,615	33,107	25,240	17,072	27,782
California	56,849	65,366	49,739	41,544	32,526	38,734	43,067
Colorado	44,901	54,082	42,381	36,507	27,683	24,432	31,408
Connecticut	55,105	66,424	50,935	41,752	34,058	43,046	---
Delaware	48,053	65,227	47,961	37,960	27,799	26,563	---
District of Columbia	45,608	55,508	44,019	35,830	31,296	---	---
Florida	44,709	56,395	41,049	36,869	27,552	36,624	25,378
Georgia	40,438	52,539	40,543	34,291	25,726	40,678	---
Hawaii	51,805	65,890	48,963	42,206	33,451	---	---
Idaho	38,229	44,774	37,694	33,804	27,562	---	30,148
Illinois	43,101	54,405	40,947	35,372	22,622	24,266	34,618
Indiana	43,347	57,575	42,472	35,240	23,096	28,983	---
Iowa	48,297	62,186	46,146	37,646	27,263	---	---
Kansas	40,663	50,946	39,048	33,242	24,791	22,988	---
Kentucky	41,984	52,530	42,001	35,558	26,884	23,962	36,744
Louisiana	38,520	50,766	40,275	34,231	25,185	17,956	23,904
Maine	41,031	51,638	40,813	34,056	25,951	32,676	36,000
Maryland	46,948	61,556	46,402	39,018	28,818	30,075	20,859
Massachusetts	46,043	54,096	44,034	35,643	25,878	20,957	---
Michigan	48,650	60,468	46,435	39,559	29,451	30,007	28,300
Minnesota	45,548	55,533	42,508	35,500	26,512	---	---
Mississippi	34,975	44,597	36,095	32,243	22,185	22,700	---
Missouri	39,376	49,333	39,573	34,454	26,169	21,255	30,333
Montana	36,144	42,283	36,008	31,388	24,433	27,098	---
Nebraska	43,571	55,538	42,818	37,122	26,629	20,657	35,970
Nevada	46,230	60,875	47,699	39,468	31,434	30,091	---
New Hampshire	42,818	53,355	42,249	34,334	29,133	24,843	26,500
New Jersey	56,527	72,176	54,668	42,986	29,497	37,776	57,787
New Mexico	40,860	51,173	39,653	34,140	25,445	27,910	28,475
New York	51,328	64,726	49,001	38,832	30,714	37,861	---
North Carolina	43,076	56,157	42,392	35,900	34,380	27,694	32,929
North Dakota	35,714	44,465	38,011	32,459	26,930	24,217	---
Ohio	48,485	62,276	46,070	38,134	28,169	42,645	---
Oklahoma	39,556	49,554	40,724	35,550	28,461	23,895	25,468
Oregon	40,213	48,745	38,988	33,591	25,175	20,254	27,599
Pennsylvania	47,362	61,557	47,078	37,935	28,491	28,011	31,327
Rhode Island	48,329	57,200	44,239	38,556	34,909	---	---
South Carolina	40,909	52,290	40,601	33,888	23,919	32,372	---
South Dakota	34,296	42,913	34,894	30,537	23,872	33,115	---
Tennessee	41,250	50,481	40,038	33,664	24,355	32,361	---
Texas	42,050	55,681	40,956	34,770	26,860	25,978	27,920
Utah	40,142	50,613	37,783	32,862	25,060	25,136	---
Vermont	43,511	56,348	42,691	34,374	26,022	29,705	34,819
Virginia	47,359	60,476	45,338	37,207	29,055	31,424	29,902
Washington	46,259	56,435	42,093	37,135	25,730	33,569	39,183
West Virginia	35,593	44,718	36,034	29,930	22,637	23,754	---
Wisconsin	44,074	53,722	40,532	36,368	29,425	28,886	---
Wyoming	44,327	53,946	42,282	37,669	26,622	21,946	---

---Data not applicable

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey

Table 12.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$38,959	$46,681	$39,416	$33,869	$37,951	$29,666	$38,400
Alabama	32,626	---	---	---	---	---	32,626
Alaska	---	---	---	---	---	---	
Arizona	42,317	---	---	---	25,365	---	42,839
Arkansas	28,146	36,041	29,973	28,465	22,198	---	28,327
California	48,374	54,608	48,364	47,448	49,144	---	47,666
Colorado	30,025	35,829	32,772	28,551	24,458	---	29,748
Connecticut	45,851	53,279	45,069	38,247	33,821	32,658	---
Delaware	37,262	---	---	---	---	---	37,262
District of Columbia	---	---	---	---	---	---	---
Florida	33,163	38,457	34,806	30,464	27,184	19,182	32,562
Georgia	30,754	38,810	34,545	29,743	25,621	22,130	33,040
Hawaii	40,696	---	---	---	---	---	40,696
Idaho	31,847	36,482	31,599	28,652	25,003	---	32,262
Illinois	42,680	---	---	---	---	---	42,680
Indiana	30,517	38,551	33,257	29,072	26,183	---	24,125
Iowa	32,098	37,244	31,728	29,193	26,487	---	32,349
Kansas	31,822	33,826	28,760	23,889	21,009	---	31,965
Kentucky	30,330	41,600	32,739	27,233	25,171	---	---
Louisiana	30,330	40,092	33,872	29,780	25,664	---	27,312
Maine	32,141	---	---	---	---	---	32,141
Maryland	41,245	49,382	41,108	33,354	28,512	21,391	---
Massachusetts	35,192	38,911	31,165	29,011	27,329	---	31,313
Michigan	45,366	45,733	44,965	41,018	34,126	---	45,821
Minnesota	40,186	43,026	39,304	33,524	28,795	---	40,439
Mississippi	27,861	---	---	---	---	---	27,861
Missouri	35,707	47,308	40,586	33,574	29,592	14,824	32,015
Montana	28,006	---	---	---	---	---	28,006
Nebraska	27,749	22,179	---	19,320	24,242	---	27,911
Nevada	37,855	43,842	---	---	32,176	---	38,195
New Hampshire	31,435	34,422	26,896	27,254	23,047	---	---
New Jersey	43,778	55,611	47,824	38,512	29,006	23,188	25,956
New Mexico	28,879	34,559	32,762	29,751	26,275	26,698	28,224
New York	44,425	54,684	44,330	36,833	29,233	34,805	---
North Carolina	25,863	---	---	---	---	---	25,863
North Dakota	30,607	---	34,924	30,582	27,002	---	30,356
Ohio	36,774	45,290	40,561	33,886	28,611	23,908	37,285
Oklahoma	31,938	35,737	34,820	33,278	29,579	---	31,902
Oregon	35,204	39,086	38,266	31,641	28,797	---	35,179
Pennsylvania	40,886	47,536	41,811	36,527	29,286	25,758	36,045
Rhode Island	38,958	44,572	34,596	30,134	23,687	---	---
South Carolina	27,455	40,365	33,250	28,336	23,327	---	27,017
South Dakota	36,033	---	---	---	---	---	36,033
Tennessee	30,741	39,281	33,781	29,621	24,844	20,777	---
Texas	34,164	41,415	37,515	33,139	27,291	20,837	34,080
Utah	29,274	34,433	31,194	29,072	25,278	20,872	28,654
Vermont	32,195	39,688	32,845	28,330	23,153	---	---
Virginia	35,446	42,023	37,087	32,541	27,933	---	22,462
Washington	35,049	---	---	---	28,150	---	35,052
West Virginia	27,422	36,854	29,580	23,677	19,580	18,923	---
Wisconsin	39,857	43,716	36,454	29,841	25,986	---	40,372
Wyoming	30,413	34,765	34,238	30,395	24,658	---	30,541

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey

Table 13.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$44,376	$59,320	$42,364	$34,966	$26,514	$31,330	$30,642
Alabama	31,613	41,657	32,804	27,549	21,370	---	28,716
Alaska	37,237	54,803	37,817	31,189	28,757	---	36,728
Arizona	35,234	44,002	40,823	30,347	21,670	23,285	23,285
Arkansas	32,057	38,433	31,903	27,754	23,189	17,336	12,020
California	51,923	67,120	47,648	39,458	31,036	40,986	35,969
Colorado	44,751	55,476	42,717	37,321	29,736	31,401	36,424
Connecticut	52,050	69,213	45,692	38,660	30,626	34,138	32,987
Delaware	43,380	55,259	48,664	33,049	27,868	---	---
District of Columbia	50,254	67,088	46,992	38,299	30,148	31,945	32,389
Florida	40,329	54,305	40,078	32,746	24,502	20,426	25,275
Georgia	38,135	51,633	38,579	31,126	24,881	27,875	26,712
Hawaii	37,059	47,149	35,668	30,783	27,969	---	33,213
Idaho	26,999	31,432	27,495	25,144	22,971	---	27,891
Illinois	47,125	63,597	44,085	37,457	28,311	29,924	33,159
Indiana	42,531	53,744	40,512	34,124	27,311	21,318	27,204
Iowa	35,698	44,658	35,531	30,490	25,493	29,116	27,004
Kansas	25,900	31,574	26,977	24,475	22,452	17,475	19,065
Kentucky	31,163	40,031	32,177	27,605	22,697	23,550	23,502
Louisiana	43,756	58,159	43,887	34,358	26,172	26,500	18,000
Maine	41,535	57,047	40,343	32,616	27,977	25,500	31,820
Maryland	44,861	63,238	42,029	35,349	30,584	27,717	33,425
Massachusetts	53,128	71,527	47,954	39,799	32,432	39,966	29,534
Michigan	36,134	44,765	36,716	30,531	24,137	35,911	33,702
Minnesota	39,111	50,848	38,667	32,300	28,446	25,050	28,755
Mississippi	30,024	41,133	29,333	27,783	21,168	---	17,478
Missouri	38,989	52,739	37,697	32,342	24,610	24,118	26,355
Montana	26,864	32,481	28,824	24,203	21,009	---	23,389
Nebraska	34,805	44,658	35,713	30,431	24,661	25,003	24,000
Nevada	39,284	53,507	24,101	26,021	---	---	---
New Hampshire	43,881	60,436	40,441	34,001	27,475	40,200	26,200
New Jersey	51,321	67,898	45,398	37,470	28,490	33,712	44,993
New Mexico	36,328	32,891	28,669	25,429	---	---	41,766
New York	49,063	65,077	46,368	37,891	28,348	29,982	32,712
North Carolina	38,729	51,537	38,278	31,443	24,672	26,754	28,299
North Dakota	25,963	35,749	30,066	27,127	21,589	18,800	19,123
Ohio	39,916	51,106	39,312	32,903	25,544	21,596	22,594
Oklahoma	33,526	44,687	35,949	25,867	23,958	28,355	24,550
Oregon	38,382	48,582	36,527	31,375	24,496	22,858	25,035
Pennsylvania	45,673	60,594	43,509	36,336	27,337	28,611	28,305
Rhode Island	49,089	64,006	46,346	37,895	30,724	35,274	43,008
South Carolina	33,140	42,867	33,734	28,235	22,706	21,119	23,246
South Dakota	29,173	38,503	30,395	27,989	22,945	16,591	21,885
Tennessee	37,852	52,126	36,141	30,624	23,206	23,277	23,867
Texas	42,444	54,807	40,869	34,379	25,183	28,167	23,007
Utah	43,202	52,641	41,780	34,707	27,896	27,804	30,631
Vermont	37,308	50,896	37,939	32,733	28,578	36,031	24,261
Virginia	38,747	50,069	37,899	31,811	24,274	27,760	25,891
Washington	38,926	47,954	37,982	33,013	29,780	24,845	22,957
West Virginia	30,261	36,894	31,584	27,405	24,920	21,000	24,329
Wisconsin	38,187	47,176	40,132	32,313	23,882	21,133	33,855
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty 1991-92" survey.

Table 14.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year private higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$44,793	$59,508	$42,515	$35,100	$26,786	$31,424	$33,072
Alabama	31,728	41,657	32,804	27,549	21,370	---	---
Alaska	37,237	54,803	37,817	31,189	28,757	---	36,728
Arizona	35,234	44,002	40,823	30,347	21,670	23,285	23,285
Arkansas	32,541	38,433	31,903	27,967	23,189	22,100	---
California	52,430	67,280	47,767	39,594	31,727	40,986	37,313
Colorado	44,751	55,476	42,717	37,321	29,736	31,401	36,424
Connecticut	52,258	69,213	45,909	38,731	30,543	34,138	32,987
Delaware	43,380	55,259	48,664	33,049	27,868	---	---
District of Columbia	50,254	67,088	46,992	38,299	30,148	31,945	32,389
Florida	40,483	54,305	40,078	32,746	24,502	20,426	28,905
Georgia	38,784	52,059	38,701	31,234	25,077	27,875	25,410
Hawaii	37,059	47,149	35,668	30,783	27,969	---	33,213
Idaho	30,012	33,666	28,776	---	---	---	29,758
Illinois	47,445	63,681	44,142	37,513	28,330	29,924	35,205
Indiana	42,644	53,795	40,634	34,201	27,277	21,318	27,204
Iowa	35,797	44,867	35,583	30,587	25,493	29,116	27,004
Kansas	26,303	31,574	26,977	24,475	22,452	17,475	15,013
Kentucky	31,845	40,118	32,512	27,748	23,467	23,550	26,699
Louisiana	43,756	58,159	43,887	34,358	26,172	26,500	18,000
Maine	41,535	57,047	40,343	32,616	27,977	25,500	31,820
Maryland	44,907	63,326	42,029	35,377	30,830	27,717	33,425
Massachusetts	53,691	71,774	48,130	40,078	33,049	39,966	32,266
Michigan	36,602	44,765	37,068	30,724	24,940	35,911	34,726
Minnesota	39,354	50,880	38,658	32,450	28,596	25,050	21,010
Mississippi	30,846	41,133	29,540	27,835	20,924	---	---
Missouri	39,221	52,921	37,778	32,443	24,611	24,118	27,337
Montana	27,914	32,481	28,824	24,203	21,009	---	---
Nebraska	34,805	44,658	35,713	30,431	24,661	25,003	24,000
Nevada	39,284	53,507	24,101	26,021	---	---	---
New Hampshire	44,153	60,436	40,441	34,001	27,475	40,200	37,859
New Jersey	51,321	67,898	45,398	37,470	28,490	33,712	44,993
New Mexico	36,328	32,891	28,669	25,429	---	---	41,766
New York	49,479	65,252	46,528	38,113	29,076	30,090	34,361
North Carolina	39,404	52,346	38,744	31,708	25,104	26,754	27,341
North Dakota	27,174	35,749	30,066	27,127	21,589	18,800	18,018
Ohio	39,924	51,118	39,319	32,903	25,544	21,596	21,248
Oklahoma	33,950	44,867	36,393	26,031	24,407	28,355	24,669
Oregon	38,382	48,582	36,527	31,375	24,496	22,858	25,035
Pennsylvania	46,159	60,956	43,881	36,560	28,053	28,825	27,223
Rhode Island	49,089	64,006	46,346	37,895	30,724	35,274	43,008
South Carolina	33,653	43,141	33,796	28,373	22,937	21,119	27,983
South Dakota	29,173	38,503	30,395	27,989	22,945	16,591	21,885
Tennessee	38,227	52,729	36,313	30,786	23,375	23,277	24,177
Texas	42,564	54,807	40,869	34,379	25,183	28,167	25,990
Utah	43,289	52,641	41,780	34,707	27,896	27,804	30,358
Vermont	38,180	50,896	37,939	32,733	28,578	36,031	27,443
Virginia	38,878	50,089	37,921	31,855	24,280	27,760	---
Washington	38,926	47,954	37,982	33,013	29,780	24,845	22,957
West Virginia	30,584	36,894	31,584	27,405	24,920	21,000	---
Wisconsin	38,187	47,176	40,132	32,313	23,882	21,133	33,855
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey

Table 15.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year private higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$25,673	$32,287	$28,191	$25,477	$22,423	$15,682	$24,644
Alabama	28,716	---	---	---	---	---	28,716
Alaska	---	---	---	---	---	---	---
Arizona	---	---	---	---	---	---	---
Arkansas	13,729	---	---	17,300	---	13,367	12,020
California	29,462	36,488	32,518	30,593	28,424	---	27,196
Colorado	---	---	---	---	---	---	---
Connecticut	31,887	---	28,836	34,123	31,480	---	---
Delaware	---	---	---	---	---	---	---
District of Columbia	---	---	---	---	---	---	---
Florida	23,461	---	---	---	---	---	23,461
Georgia	26,467	29,440	29,500	23,849	21,584	---	26,806
Hawaii	---	---	---	---	---	---	---
Idaho	26,312	31,104	27,458	25,144	22,971	---	26,951
Illinois	26,774	29,430	25,850	23,593	21,450	---	27,023
Indiana	28,137	29,811	29,682	25,875	28,559	---	---
Iowa	29,107	33,136	29,476	25,835	---	---	---
Kansas	20,813	---	---	---	---	---	20,813
Kentucky	19,553	27,875	23,103	21,190	19,088	---	16,111
Louisiana	---	---	---	---	---	---	
Maine	---	---	---	---	---	---	---
Maryland	23,385	25,347	---	24,809	20,000	---	---
Massachusetts	27,862	36,202	32,522	27,968	24,083	---	24,282
Michigan	24,561	---	25,515	21,841	17,413	---	28,775
Minnesota	29,203	31,302	43,662	28,000	25,255	---	31,337
Mississippi	20,549	---	25,572	24,073	22,685	---	17,478
Missouri	28,103	37,851	32,321	27,174	24,430	---	21,704
Montana	23,389	---	---	---	---	---	23,389
Nebraska	---	---	---	---	---	---	
Nevada	---	---	---	---	---	---	---
New Hampshire	20,370	---	---	---	---	---	20,370
New Jersey	---	---	---	---	---	---	---
New Mexico	---	---	---	---	---	---	---
New York	23,262	29,591	27,835	22,627	21,829	19,837	19,662
North Carolina	27,886	33,098	28,129	25,087	21,037	---	29,631
North Dakota	19,819	---	---	---	---	---	19,819
Ohio	30,978	33,221	30,692	---	---	---	30,000
Oklahoma	21,167	23,200	21,486	18,700	16,208	---	24,001
Oregon	---	---	---	---	---	---	---
Pennsylvania	27,112	34,992	28,208	25,229	21,385	12,960	28,761
Rhode Island	---	---	---	---	---	---	---
South Carolina	21,656	27,200	23,850	19,528	17,550	---	21,524
South Dakota	---	---	---	---	---	---	---
Tennessee	21,779	23,750	20,971	19,732	17,689	---	23,187
Texas	21,320	---	---	---	---	---	21,320
Utah	31,361	---	---	---	---	---	31,361
Vermont	18,764	---	---	---	---	---	18,764
Virginia	27,220	36,005	30,670	27,885	23,504	---	25,891
Washington	---	---	---	---	---	---	---
West Virginia	24,329	---	---	---	---	---	24,329
Wisconsin	---	---	---	---	---	---	---
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey.

Table 16.-- Total full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1991-92

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D C	380,050	115,109	90,283	91,142	25,804	7,815	49,897
Alabama	5,970	1,153	1,247	1,605	538	42	1,385
Alaska	755	156	241	245	69	0	44
Arizona	4,763	1,034	904	807	155	181	1,682
Arkansas	3,075	750	712	846	390	42	335
California	39,459	13,320	5,194	5,098	5,010	690	10,147
Colorado	5,429	1,856	1,299	1,211	186	56	821
Connecticut	5,525	2,301	1,454	1,473	178	113	6
Delaware	1,275	325	357	316	89	35	153
District of Columbia	3,414	1,205	1,004	952	191	25	37
Florida	12,817	3,740	2,929	2,747	926	171	2,304
Georgia	7,880	2,015	2,207	2,645	883	43	87
Hawaii	1,722	409	343	326	98	0	546
Idaho	1,725	474	362	321	144	0	324
Illinois	17,878	4,740	3,560	3,685	710	260	4,923
Indiana	8,716	2,805	2,395	2,694	415	284	123
Iowa	5,350	1,554	1,182	1,428	385	6	795
Kansas	4,648	1,222	959	1,049	260	32	1,126
Kentucky	5,467	1,508	1,523	1,669	627	81	59
Louisiana	6,213	1,579	1,572	2,078	890	18	76
Maine	1,942	492	536	543	75	27	269
Maryland	6,539	2,144	1,779	1,812	384	196	224
Massachusetts	15,217	6,283	4,063	3,599	452	526	294
Michigan	13,181	3,383	2,940	2,809	456	418	2,575
Minnesota	7,131	2,214	1,644	1,713	331	8	1,221
Mississippi	4,012	669	610	805	377	8	1,543
Missouri	7,135	2,021	1,752	2,019	605	97	641
Montana	1,351	433	333	385	63	12	125
Nebraska	2,844	743	667	827	212	19	376
Nevada	1,203	297	264	286	76	115	165
New Hampshire	1,991	686	650	551	71	16	17
New Jersey	8,300	2,811	2,487	2,321	463	169	49
New Mexico	2,218	594	537	603	163	117	204
New York	33,505	12,109	9,549	8,478	1,627	1,234	508
North Carolina	9,719	2,742	2,393	2,384	419	491	1,290
North Dakota	1,426	262	312	446	145	52	209
Ohio	15,658	4,830	4,667	4,566	1,119	84	392
Oklahoma	4,573	1,026	915	1,222	467	35	908
Oregon	4,599	1,110	956	798	204	24	1,507
Pennsylvania	20,604	6,620	6,030	6,293	1,410	161	90
Rhode Island	2,655	1,056	685	707	61	40	106
South Carolina	5,764	1,369	1,319	1,268	392	48	1,368
South Dakota	1,205	336	250	423	152	9	35
Tennessee	7,418	2,420	2,080	1,967	841	62	48
Texas	22,370	5,623	4,640	4,848	1,397	1,084	4,778
Utah	3,547	1,196	934	879	321	38	179
Vermont	1,452	397	428	406	53	58	110
Virginia	9,786	3,008	3,246	2,744	692	73	23
Washington	6,842	1,769	1,262	1,062	114	154	2,481
West Virginia	2,606	795	700	781	252	58	20
Wisconsin	10,120	2,678	2,043	2,086	205	271	2,837
Wyoming	1,056	247	168	216	61	32	332

SOURCE: U S Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey.

Table 17.--Average Salaries in current dollars of full-time instructional faculty, on 11- and 12-month contracts, in institutions of higher education, by academic rank, and type and control of institution: Academic year 1991-92

Type and Control	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
Total	$51,098	$70,334	$53,458	$44,568	$33,868	$36,787	$34,877
4-year	55,203	71,003	54,021	44,946	32,959	37,463	32,805
2-year	36,650	49,753	43,466	37,788	36,659	28,103	35,488
Public	53,730	72,949	56,409	47,062	36,268	38,065	36,331
4-year	59,682	73,801	57,184	47,685	35,384	38,367	39,042
2-year	37,366	50,423	44,685	38,541	38,250	31,733	36,090
Private	43,253	61,222	45,085	38,443	28,872	30,715	30,067
4-year	44,494	61,472	45,354	38,581	29,011	32,343	30,438
2-year	30,012	43,693	36,034	29,629	27,811	24,152	29,154

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey.

Table 18.--Average Salaries of full-time instructional faculty, on 11- and 12-month contracts, in institutions of higher education, by academic rank, sex and control of institution: Academic year 1991-92

Sex and Control	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
Total	$51,098	$70,334	$53,458	$44,568	$33,868	$36,787	$34,877
Men	54,921	71,491	54,686	46,319	35,387	38,955	35,614
Women	41,779	61,233	49,905	41,897	32,265	34,074	33,789
Public	53,730	72,949	56,409	47,062	36,268	38,065	36,331
Men	57,849	74,016	57,583	49,139	38,073	40,687	37,348
Women	43,535	64,144	52,809	43,857	34,410	34,797	34,931
Private	43,253	61,222	45,085	38,443	28,872	30,715	30,067
Men	46,037	62,479	45,987	39,279	30,000	30,819	30,527
Women	36,762	52,738	42,848	37,205	27,619	30,581	29,199

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey.

Table 19.--Total full-time instructional faculty, on 11- and 12-month contracts, in institutions of higher education, by academic rank, type and control of insitution: Academic year 1991-92

Type Control	All ranks	Professors	Associate professors	Assistant professors	Instructor	Lecturer	No Academic rank
Total	58,673	17,549	12,369	10,524	4,139	984	13,108
4-year	45,693	16,997	11,709	9,968	3,122	913	2,984
2-year	12,980	552	660	556	1,017	71	10,124
Public	43,935	13,636	9,146	7,478	2,796	813	10,066
4-year	32,218	13,139	8,579	6,969	1,934	776	821
2-year	11,717	497	567	509	862	37	9,245
Private	14,738	3,913	3,223	3,046	1,343	171	3,042
4-year	13,475	3,858	3,130	2,999	1,188	137	2,163
2-year	1,263	55	93	47	155	34	879

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1991-92" survey.

FORM **IPEDS-SA**
(6-1-91)

OMB No. 1850-0582: Approval Expires 2/29/92

NOTE -- This form is authorized by law (20 U.S.C. 1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 8.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, DC 20202-4651, and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, DC 20503.

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1991-92

Please read *the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

Please correct errors in the name, address, and ZIP Code.

If there are any questions about this form, contact Patricia Q. Brown, NCES, at (202) 219-1593 or John Medina, Bureau of the Census, at (301) 763-2898.

RETURN TO

Date due: November 15, 1991

1. Name of respondent	**2.** Title of respondent	**3.** Telephone *(Area code, number, ext.)*

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. ⟶

- ☐ All of the instructional faculty at this institution teach preclinical or clinical medicine
- ☐ All of the instructional faculty at this institution are employed on a part-time basis
- ☐ All of the instructional faculty at this institution contribute services (e.g., members of a religious order), or are military personnel

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States . . . ", (20 U.S.C. 1221e-1, General Education Provisions Act, Sec. 406(b), as amended.)

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

BEST COPY AVAILABLE

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1991-92

SA

Line No.	Sex and academic rank	Faculty with tenure (1)	Nontenured faculty: Those on tenure track (2)	Nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1-3)* (4)	TOTAL SALARY OUTLAY *(In whole dollars)* (5)
	I. FACULTY ON 9/10-MONTH SALARY CONTRACTS					
	(a) MEN					
01	Professors					$
02	Associate professors					
03	Assistant professors					
04	Instructors					
05	Lecturers					
06	No academic rank*					
07	**TOTAL MEN** *(Sum of lines 1 thru 6)*					$
	(b) WOMEN					
08	Professors					
09	Associate professors					
10	Assistant professors					
11	Instructors					
12	Lecturers					
13	No academic rank*					
14	**TOTAL WOMEN** *(Sum of lines 8 thru 13)*					$
15	**TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS** *(Sum of lines 7 & 14)*					$

*Institutions without standard academic ranks should report full-time faculty here.

OMB No. 1850-0582 Approval Expires 2/29/92

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1991-92 — *Cont.*

SA

Line No	Sex and academic rank	Faculty with tenure (1)	Nontenured faculty: Those on tenure track (2)	Nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1-3)* (4)	TOTAL SALARY OUTLAY *(In whole dollars)* (5)
	II. FACULTY ON 1112-MONTH SALARY CONTRACTS					
	(a) MEN					
16	Professors					$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16 thru 21)*					$
23	**(b)** WOMEN Professors					
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23 thru 28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 & 29)*					$
31	**III. FACULTY ON OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$

*Institutions without standard academic ranks should report full time faculty here.

Part B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, ACADEMIC YEAR 1991-92

SA

Line No	Fringe benefits	Faculty on 9/10 month contracts		Faculty on 11/12 month contracts	
		Expenditures *(In whole dollars)* (1)	Number covered (2)	Expenditures *(In whole dollars)* (3)	Number covered (4)
32	Retirement plans (Other than Social Security) Vested within 5 years	$		$	
33	Vested after 5 years				
34	Medical/dental plans				
35	Guaranteed disability income protection				
36	Tuition plan (Dependents only) Restricted — *Mark (X) one box* → ☐ Yes ☐ No				
37	Housing plan Restricted — *Mark (X) one box* → ☐ Yes ☐ No				
38	Social Security taxes				
39	Unemployment compensation				
40	Group life insurance				
41	Worker's compensation				
42	Other benefits in kind with cash options				
43	**TOTAL**	$		$	

Page 4

GENERAL INSTRUCTIONS – SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting – This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1991.

PART A – SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1991-92

General instructions for Part A – Sections I, II, and III – The following general instructions apply to all of Part A – Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10 month) are provided in Section B.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are –

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply –

- Additional stipends for administrative, managerial, or other responsibilities should not be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank."
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12 month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty –

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (NOTE – Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

---

* If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

(Remove instructions prior to mailing and retain for your files)

SPECIFIC INSTRUCTIONS FOR PART A — SECTIONS I, II, AND III

Part A — Section I — Full-time faculty on 9/10-month salary contracts — Also read the general instructions on the preceding page before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with tenure — For each line, report the number of full-time instructional faculty with tenure.

Column (2) — Nontenured faculty on tenure track For each line, report the number of full-time instructional faculty who are nontenured but are in positions which lead to consideration for tenure.

Column (3) — Nontenured faculty not on tenure track — For each line, report the number of full time instructional faculty who are nontenured and are NOT in positions which lead to consideration for tenure. For each line, if your institution does not recognize tenure, then report the number of full-time instructional faculty in column 3.

Column (4) — Total number of faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total salary outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

Part A — Section II — Full-time faculty on 11/12-month salary contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

Part A — Section III — Full-time faculty on other than 9/10-month and 11/12-month salary contracts — Also read the general instructions for Part A on page 5 before completing this part of the survey form.

The term, other than 9/10 month and 11/12 month salary contract, applies to faculty considered full-time employees that are not reported in Part A, Sections I or II.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1991-92

Report the projected fringe benefit expenditures which will be paid by the institution, State, and local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A of this survey, EXCLUDING those on other than 9/10-month and 11/12-month salary contracts (Part A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (Other than Social Security) — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

---

* Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GENERAL INSTRUCTIONS — SA — *Continued*

Line 35 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits. *

Line 36 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 36. If either of these conditions does not apply, mark (X) the "Yes" box on line 36.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the current rate for the benefit to the number receiving the tuition benefit in the previous academic year to derive an estimate.

Line 37 — Housing plan — Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 37. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 37. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate. *

Line 38 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1991. *

Line 39 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State. *

Line 40 — Group life insurance — Report expenditures by the institution to support the group life insurance program. *

Line 41 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State. *

Line 42 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included. *

Line 43 — Total — Report the sum of the expenditures on lines 32-42 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

---

*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY – SA
SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY

FRINGE BENEFITS – Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

INSTRUCTIONAL FACULTY – Instruction/Research staff employed full time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACT – The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).

TENURE – Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK – Positions that lead to consideration for tenure.

9/10-MONTH SALARY CONTRACT – The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

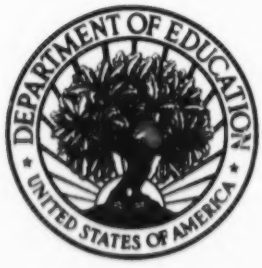
11/12-MONTH SALARY CONTRACT – The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

United States
Department of Education
Washington, DC 20208–5652

Official Business
Penalty for Private Use, $300

Postage and Fees Paid
U.S. Department of Education
Permit No. G–17

Third Class



BEST COPY AVAILABLE